

Factors Influencing Burnout among Nursing Specialists: A Review

Lungelo Mthembu*, Siyabonga Nkosi, Siphon and Khanyisile Mokoena

Department of Health, University of the Witwatersrand, South Africa

Abstract

Burnout among nursing specialists has become a pervasive issue within the healthcare sector, with various factors contributing to its prevalence. This review examines the frequency of burnout among nursing professionals and explores the multifaceted factors that influence its occurrence. Gender, marital status, age, work shift, level of healthcare, and healthcare service areas have been identified as significant predictors of burnout. Moreover, personality traits such as neuroticism, agreeableness, and conscientiousness play crucial roles in forecasting burnout syndrome among nurses. This article underscores the importance of considering behavioral factors in risk profiles for the development of burnout syndrome within the nursing profession. Additionally, it highlights the nuanced challenges faced by community psychiatric nurses compared to public health nurses, emphasizing the differential impact of workload and job control on burnout prevalence in various nursing specialties.

Keywords: Mental health nursing; Community health nursing; Public health nursing; Behavioral factors; Intervention strategies

Introduction

Burnout among nursing specialists is a pervasive concern that not only affects individual well-being but also undermines the quality of patient care and organizational performance within healthcare settings. Understanding the factors that contribute to burnout is essential for devising effective interventions to mitigate its impact. This review examines the frequency of burnout among nursing professionals and identifies key factors associated with its occurrence, with a particular focus on behavioral predictors and differences among nursing specialties [1].

Frequency of burnout among nursing specialists:

The prevalence of burnout among nursing specialists is notably high, with research indicating varying rates across different demographic and occupational factors. Factors such as gender, marital status, age, work shift, level of healthcare, and healthcare service areas have been identified as significant predictors of burnout among nurses. For instance, female nurses, those who are unmarried, and those working in high-stress environments such as emergency services are more susceptible to burnout [2].

Predictive role of personality traits:

Personality traits have also been shown to play a predictive role in the development of burnout syndrome among nurses. Traits such as neuroticism, characterized by emotional instability and negative affect, are associated with increased susceptibility to burnout. Conversely, traits like agreeableness and conscientiousness, which reflect interpersonal cooperation and self-discipline, respectively, are linked to lower levels of burnout among nursing professionals [3-5].

Behavioral factors in burnout risk profiles:

The inclusion of behavioral factors in burnout risk profiles is crucial for understanding and addressing the complex interplay of individual characteristics and occupational stressors in the development of burnout syndrome [6]. By recognizing the influence of personality traits and other behavioral variables, healthcare organizations can tailor interventions to support nurses in managing job-related stress and maintaining well-being (Table 1).

Differential impact across nursing specialties:

Notably, burnout prevalence varies across different nursing specialties, with community psychiatric nurses facing unique challenges compared to their counterparts in other healthcare settings [7,8]. Factors such as workload overload and lack of job control contribute significantly to burnout among community psychiatric nurses, highlighting the need for targeted interventions to address specialty-specific stressors (Table 2).

Result

The analysis of burnout among nursing specialists reveals a pervasive and multifaceted phenomenon within the healthcare sector. Across various demographic and occupational factors, including gender, marital status, age, work shift, level of healthcare, and healthcare service areas, high rates of burnout are evident, with specific subgroups, such as female nurses and those in high-stress environments like emergency services, experiencing heightened vulnerability. Moreover, personality traits play a significant role in predicting burnout, with neuroticism correlating with increased susceptibility, while agreeableness and conscientiousness act as protective factors [9]. This underscores the necessity of incorporating behavioral factors into burnout risk profiles to develop targeted interventions tailored to individual needs. Additionally, differences across nursing specialties further elucidate the nuanced challenges faced by nurses, with emergency, critical care, and mental health nursing exhibiting distinct stressors such as high workload, emotional strain, and exposure to trauma. Conversely, community and public health nursing encounter challenges related to workload variability, resource limitations, and community health disparities. Recognizing these specialty-specific stressors is vital for implementing effective strategies to mitigate burnout and promote the well-being of nursing professionals across diverse practice settings. Ultimately, comprehensive efforts addressing both individual and

*Corresponding author: Lungelo Mthembu, Department of Health, University of the Witwatersrand, South Africa, E-mail: Lungelo.mthembu@wi.com

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Table 1: The main factors influencing burnout among nursing specialists.

Factor	Influence on Burnout Among Nurses
Gender	Female nurses are more susceptible to burnout.
Marital Status	Unmarried nurses experience higher levels of burnout.
Age	Age may influence burnout levels, with younger nurses potentially more at risk.
Work Shift	Certain work shifts, such as night shifts, may increase burnout risk.
Level of Healthcare	Nurses in high-stress environments like emergency services face higher burnout rates.
Healthcare Service Areas	Different service areas may have varying burnout prevalence among nurses.
Personality Traits	Neuroticism predicts higher burnout, while agreeableness and conscientiousness are protective factors.
Behavioral Factors	Work-life balance, coping strategies, and social support networks influence burnout risk.
Nursing Specialties	Burnout prevalence varies across specialties, with factors such as workload and job control impacting susceptibility.

Table 2: The predictive role of personality traits in burnout among nursing specialists.

Nursing Specialty	Factors Contributing to Burnout	Challenges
Emergency Nursing	High workload, exposure to trauma, shift work, lack of control	Burnout rates often higher due to intense and unpredictable nature of work.
Critical Care Nursing	High-stress environment, long hours, emotional strain	Emotional exhaustion and compassion fatigue are common.
Pediatric Nursing	Emotional demands, working with vulnerable populations	Coping with distressing situations involving children can be challenging.
Mental Health Nursing	High emotional demands, exposure to trauma, workload imbalance	Dealing with complex mental health issues can be emotionally taxing.
Community Health Nursing	Workload variability, lack of resources, community challenges	Burnout may stem from systemic issues impacting community health.
Public Health Nursing	Balancing administrative duties, community engagement	Managing diverse responsibilities within limited resources.

systemic factors are essential for fostering a healthier and more resilient nursing workforce [10].

Conclusion

In conclusion, burnout among nursing specialists is a multifaceted phenomenon influenced by a combination of demographic, occupational, and behavioral factors. By recognizing the predictors of burnout and understanding the unique challenges faced by nurses in different specialties, healthcare organizations can implement targeted strategies to prevent and mitigate burnout, ultimately fostering a healthier and more resilient nursing workforce.

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Conflict of Interest

None

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